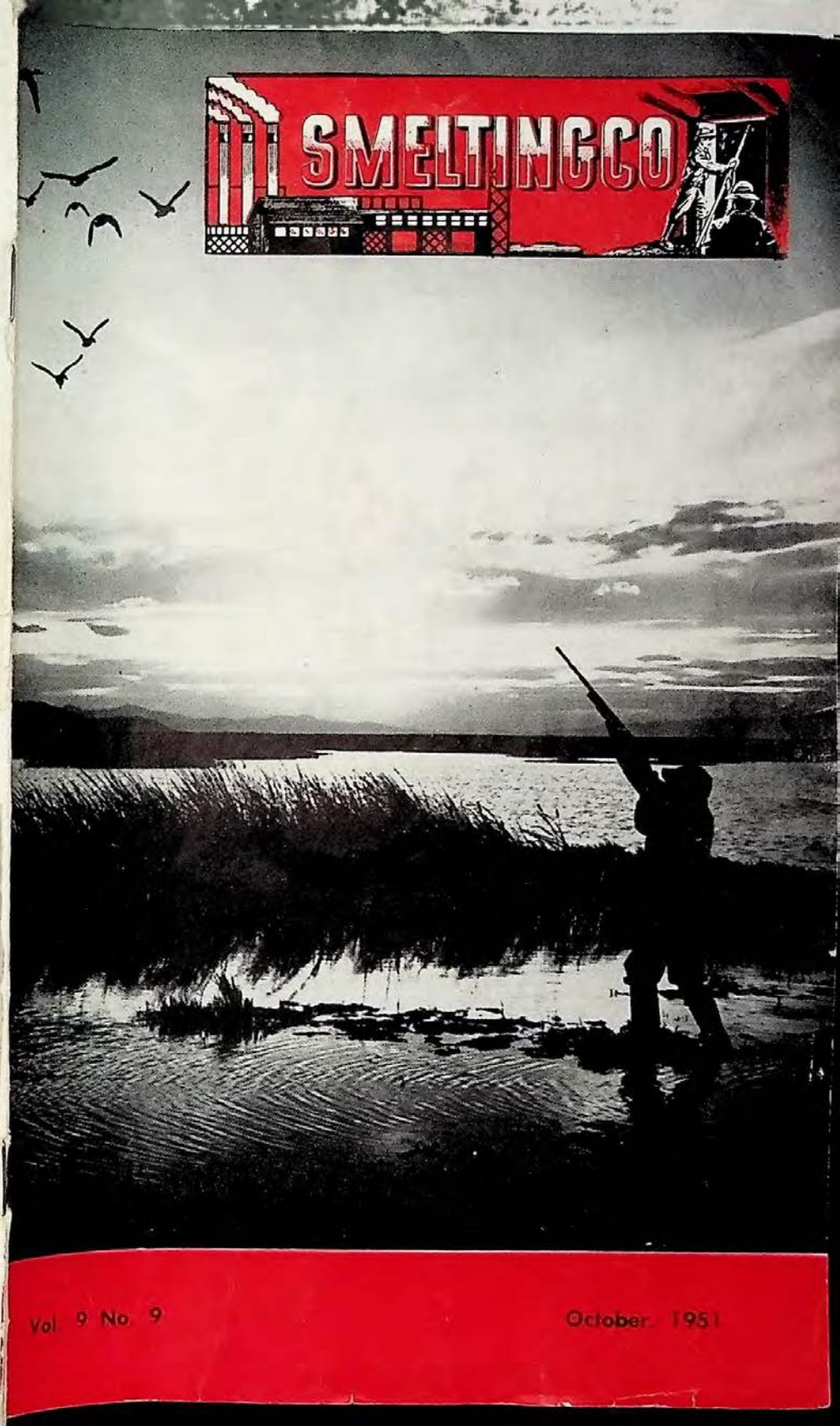


Vol. 9 No. 9 October 1951

Mrs. V. J. Baughman
10256 So. 600 East
Copperton, UT 84006

The following is quoted from a framed text, said to hang over the desk of Gen. Douglas MacArthur, between the pictures of Washington and Lincoln:

Y O U T H

YOUTH is not a time of life. It's a state of mind. It's a test of the will, a quality of imagination, a vigor of emotions, a predominance of courage over timidity, of the appetite for adventure over love of ease.

Nobody grows old by merely living a number of years. People grow old only by deserting their ideals. Years wrinkle the skin, but to give up enthusiasm wrinkles the soul. Worry, doubt, self-distrust, fear and despair . . . these are the quick equivalents of the long, long years that bow the head and turn the growing spirit back to dust.

Whether 70 or 16, there is, in every being's heart, the love of wonder, the sweet amazement of the stars, and the starlike things and thoughts, the undaunted challenge of events, the unfailing childlike appetite for 'What next?'

You are as young as your faith, as old as your doubt . . . as young as your self-confidence, as old as your fear . . . as young as your hope, as old as your despair.

So long as your heart receives messages of beauty, cheer, courage, grandeur and power from the earth, from man and from the Infinite, so long are you young.

When all the wires are down, and all the central places of your heart are covered with the snows of pessimism and the ice of cynicism, then, and only then, are you grown old indeed . . . and may God have mercy on your soul.

That Something We Americans Have

By J. Ollie Edmunds
President, John B. Stetson University

America has been different from any other nation on earth. Here is why. The men who cut the pattern for Americans a century and three-quarters ago, held a deep conviction that men—all men—are born with qualities that give them an unique status. The simple fact of man's being born a human being, they felt, marks him as the most important thing God ever created—and entitles him to a certain dignity and to self-respect. They believed that in this sense men are born equal and are endowed with certain God-given not man-given rights—each being free to live, and to be free, to build his life without the handicap of any interference that can be avoided.

These profound thinkers designed our government on the basis of this conviction, as a new kind of government that would be operated by the people themselves. Jefferson said that this was to be a great experiment which would determine for all time whether or not "men may be trusted to govern themselves without a master." He predicted future happiness for Americans "if we can prevent the government from wasting the labors of the people under the pretense of taking care of them."

In the lively decades following 1776, Americans became a great and virile people—self-reliant and free. Most historians of an earlier day believed that we had demonstrated for all the world to see the truth of Jefferson's theory that men are able to govern themselves. Many are not now sure. Something seems to have happened to America—and to Americans.

Especially during the depression and World War II we gave up much of our freedom — "temporarily" Since then we have discovered that freedoms relinquished "temporarily" are hard to get back. Emergency "regulations" have led to "planning" and now the government—which according to our rules is supposed to be the servant of the people—is pretty much taking over the running of our lives. This "planning" appears to be changing not only the character of our government but the character of our people. Millions now seem willing to give up their independence for the promise that the government will take care of them.

The great cause for alarm is not that the "planners" want to plan our lives but that we are allowing them to do so. And the most tragic aspect of it all is that so many of us, who should be more far-seeing are helping them, by scurrying to Washington every time our own "security" in the form of special favors is endangered, every time we ourselves want some "planning"—subsidy—from the government.

This country was not built by men who relied on somebody else to take care of them. It was built by men who relied on themselves, who dared to shape their own lives, who had enough courage to blaze new trails—enough confidence in themselves to take the necessary risks.

This self-reliance is our American legacy. It is the secret of "that something" which stamped Americans as Americans. Some call it individual initiative others backbone. But whatever it is called, it is a precious ingredient in our national character—one which we must not lose.

The time has come for us to reestablish the rights on which we stand —to reassert our inalienable rights to human dignity, self-respect, self-reliance—to be again the kind of people who once made America great.

Such a crusade for renewed independence will require a succession of inspired leaders—leaders in spirit

and in knowledge of the problem, not just men with political power who are opposed to communism, or to diluted communism, but men who are militantly for the distinctive way of life that was America.

We are likely to find such leaders only among those persons who teach self-reliance and who practice it with the strict devotion of belief and understanding.

—Quoted from *Coal Mining Safety*

LISTEN AMERICANS!

... by George S. Benson

President of Harding College

Let us suppose that in an imaginary town called Lotus most of the people beyond age 65 had been thrifty enough to lay up a "nest egg" for old age; or they had relatives who assisted them in obtaining their basic requirements. Yet, a few were needy; their circumstances required charity.

The population of Lotus voted to place a tax on all earners in the community to give charity aid to these needy persons systematically. Later someone suggested that the populations of the surrounding communities ought to chip in on the charity fund. Hardly anyone agreed. The general feeling was that it was the sole responsibility of Lotus to assist its needy persons. And besides, it was pointed out, the other towns had their own needy to look after.

Then one day Uncle Sam came to Lotus. He said the grants to the needy should be increased and that other aged persons ought to be added to the assistance list. To help Lotus citizens take care of their entire local welfare problem, Uncle Sam proposed to make donations. Many Lotus citizens balked at this. They said it was the same thing as asking the neighboring communities to chip in, for Uncle Sam's money came from taxes on all communities. But there was no organized resistance against Uncle Sam's offer. It was accepted.

The welfare rolls grew. Both local contributions and Uncle Sam's "gifts" increased. To handle his end of it, Uncle Sam had to continually increase tax rates. Finally his tax on Lotus for his welfare fund added up to 30 per cent more than Lotus was getting back from him. Instead of a help, Uncle Sam had become a burden. Moreover, it became obvious that deadbeats and chislers had wormed their way into Lotus welfare rolls. The citizens started action to cut them off. But Uncle Sam warned they were breaking rules he'd laid down and that if they didn't stop he'd halt his donations. Lotus citizens realized they'd got themselves into a costly situation. They had to obey Uncle Sam's orders or lose his donations. And in either case his heavy welfare tax on Lotus citizens would continue.

If you substitute the word "Indiana" for "Lotus" the foregoing becomes a true story. The issue in Indiana is independence. The people are finding they can't have independence and be dependent on the Federal government too. The lesson is proving to be extremely costly.

JOB EVALUATION AGREEMENT

Editor's Note. In the August issue we gave a short history of Job Evaluation and in the September issue we explained how Job Evaluation works. In this issue we reproduce the Agreement for Job Evaluation. This document outlines the procedures which the company and the union agreed would be followed in evaluating the jobs.

AGREEMENT FOR JOB EVALUATION

This agreement made as of the 30th day of June, 1951, between the United States Smelting Refining and Mining Company, a corporation organized and existing under and by virtue of the laws of the State of Maine, First Party, hereinafter referred to as the "Company", and United Steelworkers of America, an unincorporated association, Second Party, hereinafter referred to as the "Union".

ARTICLE I. The Parties desire that a job evaluation study be made at the U. S. and Lark Sections of the U. S. and Lark Mine and at the Midvale Plant of the Company, located in Salt Lake County, Utah. Such study shall be referred to herein as the job evaluation study.

ARTICLE II. It is hereby agreed that the job evaluation study to be made under the terms of this agreement shall be based upon the factors as outlined in a manual for job classification of production and maintenance jobs, which manual is to be hereafter prepared and agreed upon by the Parties and which shall be known as the Non-ferrous Cooperative Wage Study Manual (hereinafter referred to as the manual). The manual is to become a part of this agreement and the study is to be governed by the conditions and procedures set forth therein. Such manual shall in general be patterned after the United Steelworkers' Cooperative Wage Study Manual.

ARTICLE III. Section 1. The Parties agree that the following procedure shall apply in the study of job descriptions and job classifications and that every reasonable effort will be made to complete the study in the shortest possible time.

(a) The Company shall describe and classify each job included in the bargaining unit.

(b) The Company and the Union shall each appoint a committee for the purpose of reviewing job descriptions and job classifications, the committees to be known respectively as the Management Job Classification Committee and the Union Job Classification Committee. Each committee shall be composed of not more than three representatives.

(c) The Company shall, as soon as possible, submit to the Union a copy of each job description on the prescribed form.

The Union Committee shall then proceed forthwith to review such descriptions and verify them with the employees to whom they apply. The Job Classification Committees or designated representatives from these committees shall then attempt to settle any differences which may have arisen with regard to job descriptions. The signing of duplicate copies by a designated representative from each job classification committee shall be the prescribed method for agreeing to all job descriptions. In the event that the job classification committees fail to agree upon any job description, the points of difference shall be

set forth in writing and referred to the Joint Job Evaluation Committee as provided in paragraph (e) of this Section.

(d) As soon as the job descriptions have been completed and agreed upon, the Management and Union Classification Committees shall meet in joint session for the purpose of determining job classifications and shall consider separately each job description, analyzing the relative worth of jobs in terms of the basic twelve factors of job content as set forth in the manual, such analyses to be made by taking one factor and applying it to all jobs before applying any other factor. That is to say, the first factor (Pre-employment Training) would be applied to each job under study and its code designation agreed upon before proceeding to an application of any other basic factor. The signing of duplicate copies by a designated member of each committee shall be the prescribed method of agreeing to all job classifications. In the event that the job classification committees fail to agree upon any job classification the points of difference shall be set forth in writing and referred to the Joint Job Evaluation Committee appointed as provided in paragraph (e) of this Section.

(e) The Joint Job Evaluation Committee shall be composed of not more than four representatives appointed by the Union (at least one to be an International Representative) and not more than four representatives appointed by the Company. It shall endeavor as quickly as possible to resolve all disputes submitted to it by the Union and Management Job Classification Committees as hereinbefore provided. When agreement is reached the respective Company and Union representatives of the Joint Job Evaluation Committee will sign duplicate copies of the prescribed form.

(f) If any job description or job classification or part thereof has not been agreed to within thirty days from the first date upon which the Joint Job Evaluation Committee meeting in regular session considers such description or classification, either party may at any time thereafter refer such disputed matter to a representative designated by the Company and a staff representative of the Union who shall meet and endeavor to resolve the dispute. Should such representatives fail to resolve the dispute it shall be referred to arbitration under the procedure set forth in the collective bargaining agreements now in effect between the Company and the Union and dated July 1, 1950.

(g) When job descriptions and job classifications for all jobs in the bargaining unit have been finally determined under the provisions of this agreement the Company and the Union shall then meet for the purpose of negotiating what changes shall be made in the wage scale presently in effect and what rates shall be fixed for each new job classification, if any, and such rates shall then be effective as of July 1, 1951. In a job where the change in the wage scale is such that the wage rate payable for the job classification is lower than the rate that would be payable without regard to job evaluation, the later rate shall not be reduced while the employee regularly assigned to such job on June 30, 1951, continues to be so assigned. The wage rate of such job shall, however, be adjusted to the rate fixed by agreement of the parties for that job classification and after job evaluation whenever another employee performs the work of such job either on a temporary or permanent basis.

ARTICLE IV. Section 1. The parties hereto recognize that it may become necessary or desirable from time to time that the Company classify new jobs or reclassify existing jobs because of:

(a) The creation of new positions.

(b) Changes in equipment.

(c) Changes in operating methods.

(d) Development of new operating methods.

(e) Mechanical improvements made by the Company in the interest of improved methods or products.

An existing job shall not be changed or reclassified, however, unless such changes or events shall alter the requirements of such job as to training, skill, responsibility, effort

and surroundings, etc., to the extent of one classification or more and also to the extent of not less than one (1.0) whole number.

Section 2. Whenever after the completion of the Job Evaluation Program any of the changes or other events specified in Section 1 of this Article shall occur and for that reason the Company shall deem it necessary or desirable to classify a new job or to reclassify a then existing job, it shall do so in accordance with the following procedure:

(a) The Company shall describe and classify such job in accordance with the manual and shall present such description to the Union.

(b) The Company may then, after making such presentation to the Union, put the proposed new classification into effect irrespective of whether or not the Union shall have agreed to such new classification.

(c) Thereafter within thirty (30) days from the date on which such new classification shall have been put into effect, the Union may initiate a grievance in writing with respect thereto, such grievance to be immediately taken up by designated representatives of the Company and the Union and if not settled by such representatives it shall be referred to arbitration under the procedure set forth in the collective bargaining agreements now in effect between the Company and the Union dated July 1, 1950.

(d) Should the Union at any time agree to any proposed new classification or should they fail to initiate a grievance in accordance with paragraph (c) of this section, such new classification shall become final and binding on the Company and the Union.

Section 3. If any employee shall claim that by reason of the occurrence of any change or other event specified in Section 1 of this Article, the requirements of his job as to training, skill, responsibility, effort and surroundings, etc., shall have been altered to the extent of one classification or more and also to the extent of not less than one (1.0) whole number, he may, within thirty (30) days after the date of such change or other event, initiate a grievance with respect to his job classification and such grievance shall be immediately taken up by designated representatives of the Company and the Union and if not settled by such representatives then it shall be resolved in the manner provided in Article IV, Section 2 (c) of this agreement. The effective date of any final determination of such grievance shall be the date when the employee concerned was assigned to the changed job. If such grievance shall not be so initiated within thirty (30) days, it shall not be presented or considered.

ARTICLE V. After job evaluation has been completed and the changes, if any, agreed upon as to the wage scale to be effective as of July 1, 1951, no basis shall exist for any employee of the Company to allege that a wage inequity exists, and a grievance on behalf of an employee based upon an alleged wage inequity shall not thereafrer be filed or processed.

ARTICLE VI. Any employee due to receive retroactive pay to July 1, 1951, as the amount of such pay may be subsequently agreed upon between the Company and the Union, who leaves the employ of the Company before such agreement is made and the amount paid to the employee, shall receive such retroactive pay only if request is filed in writing by the individual employee with the Company within sixty (60) days of the time the rate is agreed upon by the parties hereto.

ARTICLE VII. Notwithstanding anything herein to the contrary, it is expressly understood and agreed that wage rates to be applicable after such job evaluation study are to be subsequently agreed upon, and that nothing herein shall obligate the Company to place in effect a wage rate or change until such agreement and until all requirements of the Wage Stabilization Board with respect thereto have been fully complied with.

ARTICLE VIII. The terms and conditions of this agreement shall continue in effect until the necessary provisions of the job evaluation study have been incorporated in such basic collective bargaining agreements between the Company and the Union as may then be in effect.

IN WITNESS WHEREOF, the Parties hereto have caused this instrument to be executed by their respective officers thereunto duly authorized as of the day and year first above written.

UNITED STATES SMELTING REFINING AND MINING COMPANY

By _____

UNITED STEELWORKERS OF AMERICA
UNINCORPORATED

By _____
Staff Representative

TWO WONDER-WORKING WISHES

Except in fairy tales, wishing never got anybody anything, of course. But just suppose a fairy appeared before you and offered to grant you any two wishes you might make, what wishes could you choose which would most likely insure you the greatest possible happiness? There's something to think about!

As one grows older, the field for wishing shrinks. The younger we are the more things we imagine are necessary for our happiness, while with increasing years our wants diminish, and many of the things we once thought essential now appear to be of little or no consequence.

Someone in a cynical mood spoke truly, as even cynics sometimes do, when he said that there are two common tragedies in human life: One is to be unable to get the thing one most desires; the other is to get it.

Nevertheless, there are two wishes, which if attained, lead straight to happiness. Human hearts and treasure-holds the world over swing open for them. And they are attainable by everybody, without any help from the fairies; and they are least likely to leave tears of regret in their wake.

They are very simple, these two magic wishes. One is, to be lovable; the other, to be useful.

The person who is both lovable and useful holds the key to real happiness, and to all the wealth he can properly use. Combine lovableness, the happiest quality of personality, with usefulness, the noblest aim of human life, and you have in their possessor a type of humanity closely approaching the ideal.

Calling All Good Citizens!

The Community Chest is again calling to all good citizens to support its 1951 campaign.

Twenty-one red feather service agencies depend on the Chest for funds to carry on their welfare services. All these agencies are interested in helping make the community a better place in which to live.

A national survey disclosed that four out of every ten families in our community obtain direct benefit from one or more Chest agencies.

But that is not all! Everyone in the community benefits when boys and girls are developed into good citizens. Every citizen also benefits when delinquency, crime, disease and neglect are curbed; when families are made happier and more self-sufficient; when those less fortunate are given an opportunity to enjoy at least some happiness.

A firm gift to the Community Chest is insurance against the deterioration of the Community in which we live—moreover it is a sound investment.

Everybody benefits — Everybody gives!

UNITED NATIONS DAY - 1951

October 24 marks the 6th anniversary of the day in 1945 when, the American people gave enthusiastic support to the foundation of the United Nations in the hope that by united effort the nations might build the kind of world we want to live in. Since then we have seen many dangers and disappointments. But after 6 years of hard experience, the American people know well that only by cooperation of the free nations can there be any hope of freedom and security. In the face of unforeseen and dangerous obstacles, the United Nations has shown increasing success as an instrument of international cooperation.

The United Nations is still an open meeting ground for the world, where friendly nations can talk out their differences and come to agreement and where unfriendly nations must talk to justify their policies and their actions. The moral force of the world community now expresses itself through the councils of the United Nations. When world opinion accepts or rejects the arguments that a nation puts forward, it exerts a pressure which even the most powerful nations must weigh and consider.

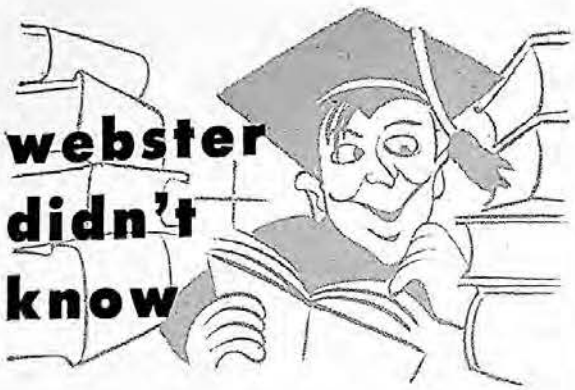
The United Nations is not a world government. It is a democratic society of sovereign nations. It can settle disputes, develop collective security, or promote economic progress only with the cooperation of the countries concerned. Yet, when a common danger threatens, the members can act with combined military force as they have done in Korea.

Thus the powerful influence that the United Nations exercises in the world of today has three sources:

—the self-interest of the member nations, whose national goals are dependent upon the creation of a peaceful, prosperous, and cooperative world society.

—the force of world opinion, that judges the actions of a state in the light of the principles of the U.N. Charter, which all members are pledged to support.

—the military force of individual members who may cooperate, under the Charter, to meet a common danger, halt aggression, and maintain the peace.



They say the French had a word for it. Certainly the G. I.'s have a word for it. Poor old Noah Webster who wrote a dictionary thought he had the final word for it.

But Noah didn't know it all. Take a word—any old word. Take "stick." When Noah Webster wrote his first dictionary he thought stick was a "woody piece or part of a tree or shrub." He never knew that someday clarinetists would be playing "licorice sticks", policemen wielding "night sticks", miners using "muck sticks", and engineers reading "slip sticks".

Seems like everybody's got a word for it—a word for what they work with every day. So what if the definition isn't in the dictionary? If it's used enough someday it will be. After all, most of page 3474 in the new Webster's International is now filled with "sticks".

U. S. Smelting people, too, are doing their best to build up the dictionary as the following definitions indicate:

MUCK STICK—The common shovel. Gene Gagon, Lark Section, illustrates how this universal miners' tool is used.

Mine Terms to Bite On

Dolly — A small hand truck to move equipment.

GOOSE NECK — Swivel pipe connections to attach air and water lines to pneumatic drills. This is one goose neck you can't wring, explains Don Dansie, Lark Section.

Buzzie — Pneumatic Drill for drilling blasting holes in mine stopes and raises.

Cage — Enclosed platform in which men and supplies are hoisted or lowered in a vertical mine shaft.

Stinger — Feed leg on Pneumatic Drill used in stopes and raises.

Chippy—A small auxiliary hoist and compartment of a main mine shaft. Also a small piston drill.

Jumbo — Mobile unit mounting two or more pneumatic drilling machines used in mine drifts.

FROG — Shaped pieces of rail forming a connection of one track with another branching from or crossing it. Harry Rowland, Lark Section, says this frog doesn't croak or hop.

Double Jack — A large two-handed sledge hammer.

Doghouse — Foreman's underground office.

Bottle — Mine shaft signal switch.

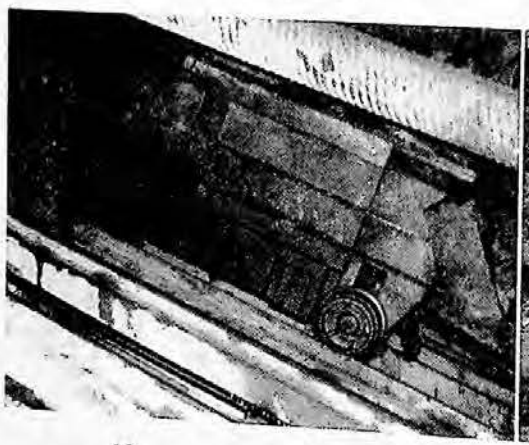
Jim Crow — A device for bending or straightening mine rails.

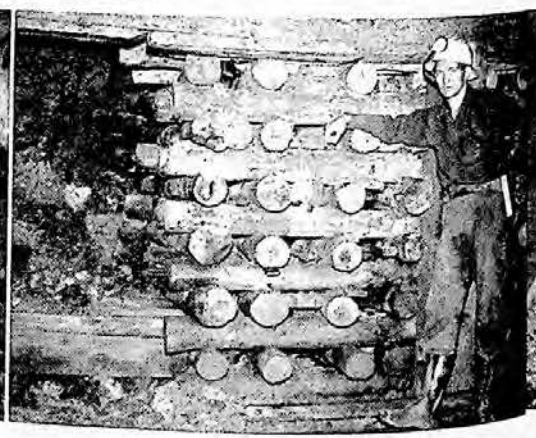
SKIP — A truck-mounted hoisting bucket used to transport ore in inclined shafts. Also used in vertical shafts without the truck.

CRIB — "This is not a bin or a baby's bedstead," says Clyde Gillam, Lark Section. "It's criss-crossed timber stacked to support loose ground.

NIGGERHEAD — According to Ted Blaney, this strainer which fits on the suction end of a mine pump, has been dubbed a "niggerhead".

CHERRY PICKER — Is the device Bill McCourt, Lark Section, is using to lift a mine car o.t the track and swing it out of the way so another car can be pushed on by.





News Notes

SALT LAKE OFFICE

VIRGINIA MAGLEBY - *Reporting*

We wish to introduce Mary O. Garrett, who joined the Oil Department October 5 as a stenographer. Mary is a graduate of the University of Utah with a degree in commercial education. Prior to joining the Smelting Company, she was employed by the Union Pacific Railroad and taught at Murray High School.

Mary and husband Joel live at 1573 Hollywood Avenue.

* * *

It was nice to see Jack Lewis, Manager of the Bayard Department. Jack stopped in at the office for a visit on his return from a business trip to Boston, Massachusetts.

* * *

The opening of duck season gave Salt Lake office nimrods an opportunity to test their shooting eyes. Hunting was unusually good and most of the hunters bagged their limits.

Clyde Craggs and Charlie Hoffman hunted west of Ogden with friends. A good time was had by all and Charlie says, "With the help of our friends, we got our limits."

Mike Kuryla hunted at the New State Club with friends and brought back his limit Saturday and Sunday.

Guy Wilton, Cal Watson and Carl Nordberg spent Saturday in a cozy blind at the Utah Duck Club and as usual had little trouble in getting their limit.

Alex Vlandy, hunting near Farmington bagged a 14 lb. goose along with his limit of ducks.

Russell Goodman spent Sunday at Ogden bay and shot two ducks. Ken Green hunted west of Bountiful Saturday and Sunday bagging 6 ducks in the two days.

* * *

The outcome of the World Series left a few smiling face around the offices. Winners of the big money in the series pots this year were: Fred Haley, C. A. Johnson, Beverly Affeldt and Ray Reeve.

* * *

Accountants can be carpenters too! The proof is the new frame garage Jack Guthrie built at his home this summer, with a hand now and again from Paul Lubeck.

* * *

Enjoying a new brick home at 1343 Colonial Circle are the Andy Sathers. Andy and family moved in August 24.

* * *

September proved to be a popular month for vacation trips. Marcelle and Lyle Hitchcock cruised to Kingsville, Texas in their new Mercury convertible where they visited Marcelle's sister and brother-in-law. They drove across the border to Laredo, Mexico and picked up a few souvenirs before returning home.

Sylvia and Mike Varanakis spent a week visiting the fabulous night spots in Las Vegas; Sylvia won and Mike lost.

Cal and Dorothy Watson visited Los Angeles and San Diego. Larry and Mrs. Davenport visited their daughter and family in St. Louis and Larry's brother in Kansas City. John Toronto and the Mrs. toured Wayne Wonderland after John had spent most of his vacation tending his three year old daughter and two-month-old son.

Mr. and Mrs. Frank Harris visited a son and daughter in Los Angeles and Frank's sister in San Francisco. Georgette Blackmarr drove down to San Francisco for a visit with friends and while there dropped down to Los Angeles by plane for a few days.

* * *

"This Is the Life"

"This is the life," is the expression Ed Clayton, former accountant for the Company who retired July 1, used to indicate how he was enjoying himself.

Following his retirement Ed spent six weeks in California covering most of the state from Los Angeles to the Oregon border.

While in Eureka, California he did some fishing in the ocean, trolling from a small boat, powered by an outboard motor. The success he had is evident in the above picture. Ed tells me three are salmon and the others are black snappers.

Gladys and Ralph Dunn, Margaret Elliott and Cyril and Claire Heiss spent Labor Day weekend at their favorite haunt, Camp Creek on the Hoback River in Wyoming. The above picture indicates they enjoyed themselves. That four-pounder Ralph is holding is one of several trout he and Cyril caught.

* * *

Questions and Answers

Are these statements TRUE or FALSE? See answers below. Seven correct, EXCELLENT; Six, GOOD; Five, FAIR.

1. Eleanor Holm was the first woman to swim the English Channel. (T or F?)
2. A chamois is an antelope. (T or F?)
3. Decibels measure light. (T or F?)
4. Blacksnakes are poisonous (T or F?)
5. The Statue of Liberty was a gift from Belguim. (T or F?)
6. Quadrangles have five sides. (T or F?)
7. The cerebrum is the largest part of the human brain. (T or F?)
9. Brimstone is sulfur. (T or F?)
10. The chameleon changes the color of its skin (T or F?)

1. F (Gertrude Ederle); 2. T; 3. F (sound); 4. F; 5. F (France); 6. F (4); 7. T; 8. T; 9. T; 10. T.

The gay crowd dancing to Penrose Brothers orchestra.

FALL FROLIC FUN!

The Recreation Committee's Fall Frolic at the Ft. Douglas Officers Club Friday, October 5, was barrels of fun.

Early birds started the evening off by playing bingo. Boxes of candy and stationery went to the winners.

From 9 to 12 the gay crowd danced to the music of Penrose Brothers orchestra. Between dances, drawings were held and lucky members received prizes, the ladies winning costume jewelry and the men received toilet articles.

Prizes were also awarded to two members who were celebrating their birthdays; Lee Johnson received a toy dog and Florence Smith a panda bear.

At intermission time a delicious supper was served to the hungry crowd, consisting of tuna fish and ham sandwiches, potato chips, pickles, olives and coffee.

Credit for arranging the delightful party goes to Gladys Dunn, Clyde Craggs, Lee Johnson, Mickey Huff and Frank Nuslein.

* * *

Gladys Dunn, committee hostess, presents Lee Johnson with a wooly dog and Florence Smith with a panda bear in honor of their birthdays.

Sitting out a dance are former Stores Department Manager Dick Russell, Mrs. Russell, their son and daughter-in-law, Ralph Dunn and friends.

Mr. and Mrs. Max Nichols, Lew Nelson and Shirley Goodman enjoying their supper.

Mrs. Jerry Hansen (center) claims her prize from hostess Gladys Dunn. Arnold Johnson (left) and B. E. Grant (right) congratulate her.

"It was a lot of fun" said these guys and gals who posed for their picture at the end of the party.

A Personality Sketch

By Virginia Fackrell

Picture your tough top sergeant bending over a sewing machine putting the finishing touches to a baby's nightie!

You like that picture? We don't know how tough he was as a sergeant, but we have that man among us disguised as just one of the boys. It is none other than our genial, cooperative co-worker, Max Nichols in the Salt Lake Accounting office. Yes, Max has many hobbies and at the top of the list is sewing. It all happened like this:

When Max resigned from the Army in the fall of 1945, he found he needed a few replacements in his wardrobe. Pricing the sport shirts he liked was quite a revelation. He could find just what he wanted for $15 to $25. To a boy just out of the service this presented quite a problem! In addition, Max had been itching to do a little stitching. His mother was a seamstress and he grew up by the side of a sewing machine, but his mother had retired from sewing and Max felt he should take over and keep the family needle from getting rusty.

Back to Max's first efforts as a seamstress. He carefully surveyed the shirt he liked best (the $25 one) and then scurried home to tear up an old dress and shirt and build from it the pattern for the sport shirt. Since that fateful day in '45 Max has turned out no less than 18 shirts. Most of these have been for himself but he did create a couple of cowboy shirts for himself and his buddy. Quite fancy, too, with curved seams on the yoke at the back.

You think shirts are his specialty? No sir, he has made baby buntings and nighties for both Becky Ann who is now a little over two years old and for little Lester Max who joined the Nichols household on July 26 of this year. In fact, his latest

Max and Becky Ann.

creation is a quilted bunting for the new one and he's mighty proud of it. Nighties for the little ones also offer a challenge to Max in pursuing his hobby.

Not to leave his wife Verna out, Max has even created a maternity suit for her and he says it was quite interesting getting the stitched pockets and set-in sleeves to look just right.

Prior to joining USSR&MCo., Max had never worked in an office and says he doubts that he had ever been in one. By trade, he is a Journeyman Aircraft Mechanic with eight years experience at such places as Douglas Aircraft in Santa Monica, Calif., and most recently at Hill Field. Lucky for us that Max decided to go to L.D.S. Business College and try to master the fundamentals of the accounting puzzle. He came to us in March of 1950 after six months of accounting. He is still pursuing his studies and doing quite well.

No one doubts that Max is quite a lively and interesting person to have around. He seems to fit into every group and is interested in people. This is another hobby that boy has. Philosophy—he enjoys reading about it but he also delves into the practical side of talking to people and incorporating their philosophies of life with his own.

The list could go on for quite a while, but just to mention one other hobby that takes up Max's time is rabbits. That in itself is a big production so we won't go further.

MIDVALE PLANT

DON NYDEGGER - *Reporting*

If you are an ardent game hunter, try antelope hunting. According to John Lott, Midvale Plant Machinist, nothing can top it for skill and excitement.

John is one of the most enthusiastic hunters in the plant. He has bagged deer, bear, elk, moose, coyotes and antelope during his many years of hunting. He modestly admits that he has hunted the fleet-footed antelope every year for the past seventeen and has yet to return empty handed. He got the "bug" while living in Wyoming and since returning to Utah has paid his $25 fee every year for the privilege of returning to his favorite hunting grounds for a buck.

To John, antelope hunting is tops, because the critters are so small, speedy, alert and agile that it requires a pretty good shot to down one. Much smaller than deer, a large buck rarely dresses out more than 100 pounds.

This year John's hunting partner made one of the longest shots he has ever seen, bringing down a buck from approximately 800 yards. Incidentally, John, who doesn't boast, claims his shot was pretty lucky this year. He bagged his buck at 300 yards while it was running at top speed. The bullet struck the animal right behind the fore leg and pierced his heart.

* * *

The men at the plant wish to express their sympathy to Ivery Larson, plant electrician, whose wife passed away recently.

William Lee Jenson, Flotation Mill, lucky elk permit drawer, had a most successful hunt. Lee and his wife hunting in the Nebo district bagged two fine bulls, a three-pointer and a two-pointer, at the head of Spencer hollow.

Harry Bowen, who is well acquainted with the Nebo country, accompanied the Jensons on their hunting trip.

Other hunters who were successful in bagging their elk this year were Frank Larsen, Rawlin Milne and Bob Coy.

* * *

Congratulations to James L. Jenson. Mrs. Jenson presented him with a new daughter on September 19.

* * *

Anthony Krantz, Sample Mill shift boss, surprised everyone October 8 when he married Lavina Farnsworth at Elko, Nevada. The couple honeymooned in Las Vegas and are now residing in Midvale.

* * *

"Oh Mother may I take a swim?"
"Why not, my darling daughter."
"You're so nearly nude anyhow,
"You'd be safer in the water."

* * *

The Heating Plant crew broke an excellent safety record during October when an operator was slightly burned while cleaning grates. The formidable record achieved by the former Powerhouse Department, which since 1948 has been the Heating Plant, dates back 21 years and 5 months since the last lost time injury.

U. S. SECTION

MARCEL CHIEA - *Reporting*

Fellow workers extend their sympathy to George Thetford whose wife passed away recently.

When it comes to raising prize swine, Paul Halverson knows how to raise champions. Paul, son of Harvey Halverson, Fireman at the U. S. Section entered his yearling sow in the Salt Lake County Fair, and she was awarded first prize and named grand champion. Later at the Utah State Fair swine exhibit his prize sow was judged grand champion swine in the FFA Division, and also grand champion in the open class for yearling sows. As the result of his sow's fine showing, Paul walked off with some nice trophies, rosettes and prize money.

* * *

Via the grapevine we've heard it's getting so a man can't pitch a little woo around the mine yard without an audience. If you don't believe it, just ask Homer Whitlock and Earl Rager.

* * *

The stork visited the homes of Mr. and Mrs. Robert Tonnesen, and Mr. and Mrs. Otoniel Sanchez on September 18, leaving a baby girl at the Tonnesen's, and a boy at the Sanchez'.

* * *

From the reports that have come our way, either the ducks are plentiful this year or the U. S. Section employs some crack shots. John Mutch, Ed Kidder, Neil Fresh, Bob Weagel, John Holmes and Jack Ehrhorn each picked up their limit of ducks on the opening week end of the season.

Jack topped all of them by bagging two Canadian Honkers along with his limit of ducks.

BUSINESS MAN'S DICTIONARY

A Program—Any assignment that can't be completed by one telephone call.

To Expedite—To confound confusion with commotion.

Channels—The trail left by inter-office memos.

Coordinator—The guy who has a desk between two expediters.

Consultant (or Expert)—Any ordinary guy more than 50 miles from home.

To Activate—To make carbons and add more names to the memo.

To Implement a Program—Hire more people and expand the office.

Under Consideration—Never heard of it.

Under Active Consideration—We're looking in the files for it.

A Meeting—A mass mulling by masterminds.

A Conference—A place where conversation is substituted for the dreariness of labor and the loneliness of thought.

To Negotiate—To seek a meeting of minds without a knocking together of heads.

Re-orientation—Getting used to working again.

Reliable Source—The guy you just met.

Informed Source—The guy who told the guy you just met.

Unimpeachable Source—The guy who started the rumor originally.

A Clarification—To fill in the background with so many details that the foreground goes underground.

We Are Making a Survey—We need more time to think of an answer.

Note and Initial—Let's spread the responsibility for this.

See Me, or Let's Discuss—Come down to my office, I'm lonesome.

Let's Get Together on This—I'm assuming you're as confused as I am.

Give Us the Benefit of Your Present Thinking—We'll listen to what you have to say as long as it doesn't interfere with what we've already decided to do.

Will Advise in Due Course—If we figure it out, we'll let you know.

Give Someone the Picture—A long, confused and inaccurate statement to a newcomer.

Spread the Issue—To expand one page to fifteen pages.

The Issue Is Closed—I'm tired of the whole affair.

The Man Who Wins

The man who wins is an average man,
Not built on any peculiar plan;
Nor blest with any peculiar luck-
Just steady and earnest and full of pluck.
When asked a question he does not "guess;
He knows, and answers "No, or "yes";
When set a task that the rest can't do
He buckles down till he's put it through.
So he works and waits till, one fine day,
There's a better job with bigger pay;
And the men who shirked whenever they could
Are bossed by the man whose work made good.
For the man who wins is the man who works,
Who neither labor nor trouble shirks;
Who uses his hands, his head, his eyes-
The man who wins is the man who tries.

—*Anonymous*

HIAWATHA

Judy Reed, daughter of Mr. and Mrs. John Reed, Virginia Gordon, daughter of Mr. and Mrs. Clee Gordon, and Elaine Hampshire, daughter of Mr. and Mrs. Richard Hampshire, were home spending the week-end with their parents.

Judy, Elaine and Virginia are attending their first year at Wasatch Academy this year.

* * *

Dick Hayes, son of Mr. and Mrs. Harry Hayes is home on a 30-day leave from Alaska, where he has been stationed. Dick came home on an emergency leave to see his father who was ill, but is now recovering. On his return Dick will be stationed at Las Vegas, Nevada.

* * *

Wendell Raulston, son of Mr. and Mrs. Alfred Raulston has been recently promoted to corporal.

* * *

Don Snow has had an extra broad smile ever since September 19, when his wife presented him with a new

son. They named the boy Don Richard. Don and Esther have two girls Karen and Claudia.

* * *

Mr. and Mrs. Lawrence Peretti are the proud parents of a baby boy. They have two girls Patsy and Sharon.

Mrs. Howard Williams is in the Price Hospital as the result of an injury she received when she fell down the back stairs of her home while hanging out clothes.

* * *

Shefton Gordon, Paul Storrs, Ersel Gagon and LaMar Jones, were among the many hunters who went elk hunting. Of the four men, Shef Gordon was the only one who came home from Huntington canyon with his elk. It was a spike weighing about 400 pounds.

Hiawatha Ward M.I.A. held its opening social Monday, October 8, at 7:30 p.m. After opening exercises the boys and girls went over to the Amusement Hall where they played games, had refreshments and then danced.

* * *

Bus Driver: "Madam, I'll have to have full fare for that child. He's over five years of age."

Lady: "But he can't be. I've only been married four years."

Driver: "Never mind the confession, lady, let's have the money!"

LARK SECTION

PRES MITCHELL - *Reporting*

David D. Magee, Veteran Compressorman at Lark Section, retired from active service on October 1st. He has been an employee at Lark since the Smelting Company acquired the property in 1929. For many years previous to 1929, he worked for the Bingham Mines Company at Lark, and the U. S. Mine at Bingham. Dave's present plans are to loaf "hard" somewhere around Provo, Utah, but he expects to make frequent trips to Lark to visit his old friends.

* * *

Lucky Jack Roberts, Surface Foreman at Lark Section, spent his last week of vacation loafing around home while the World Series was being played. But being at home didn't stop him from winning the lion's share of the World Series pots at the mine.

* * *

Miss Kay Abplanalp, daughter of Walter Abplanalp, Employment Supervisor for U. S. and Lark Mine, has been doing great things in local musical circles. Kay has been a regular performer on television for the past several months, and just recently was named soloist for the Swanee Singers. If you have never heard Kay sing, tune in your television set and you will agree that Kay has a grand voice and the looks and personality to go with it.

* * *

The young man wandered into the tennis tournament and sat down on the bench. "Whose game?" he asked.

A shy young thing sitting next to him looked up hopefully. "I am," she replied.

OUR COVER

Duck hunting is a sport enjoyed by many of us this time of year. Reports from employees who have been out (see news notes) indicate the wild fowl in Utah's marshes are plentiful this season. Our cover picture was taken in the Farmington Bay area near the shores of Great Salt Lake by Hal Rumel.

Transferred

Robert S. Sonne, his wife Kay, daughter Shirley Mae, and son Robert will leave Lark October 27 to make their home in Bayard, New Mexico.

Bob is being transferred to the company's operations at Bayard, and will assume his new duties as clerk in the mine office effective November 1st.

Bob, Payroll Clerk at Lark Section for the past 15 years, has been with the Company continuously since May, 1933. He worked at the U. S. Section on various jobs in the mine and a short time in the office prior to being transferred to Lark Section office August 1, 1936.

In addition to his work, Bob has been active in the affairs of the Lark athletic association for many years. He and Kay have also been interested in school work. Bob, being past president of the Lark P.-T.A.

Bob's associates at the mine wish him much success in his new position.

* * *

Father: "Daughter, that young man who walks through the park certainly doesn't look very polished."

Daughter: "Well, I'll admit he's a little rough around the hedges."

"You first, I'm scared!"

Bob Sonne.

Robert Graham, Storekeeper at Lark, just returned from a week at Hamilton Field where he was ordered for Reserve Officers reclassification. Bob was a Lieutenant in World War II. Because of his employment plus the number of dependents he is now on deferrment and at the end of that time he expects to be placed on the inactive list. So we hope Bob will be dishing out bolts, etc., instead of bombs.

* * *

Customer in restaurant: "Waiter, those veal chops don't look very tender to me."

Waiter: "Sire, I used to be a butcher, and I can tell you that less than a month ago those chops were chasing a cow."

Customer: "Yes, but not after milk."

* * *

The Russians say they've been "compelled" to increase their military strength "because of international tension."

The Soviets' failure to remember who created that tension reminds one of the boy who shot his mother and father and then pleaded for mercy on the grounds that he was an orphan.

* * *

The man who lives by himself and for himself is likely to be corrupted by the company he keeps.

Of interest to women

It Will Soon Be "TURKEY TIME"

Turkey drumsticks, cranberry sauce, and visiting kissin' cousins are all signs that the holiday season is with us. Every family get-together becomes an occasion—no time for humdrum meals or ordinary table settings. Roast a fine fat turkey, polish your silver and set your prettiest table. Your husband will enjoy flourishing the carving set. But give him these tips before he tackles the bird:

1. Cut off the leg, then the wing. (Use only one side for a small family. Save the other side for next day.)
2. Separate second joint from drumstick, divide wing at joint.
3. Carve the breast meat in thin, crosswise slices. Serve the dressing.

Here are recipes for a savory stuffing and gravy which you'll like especially:

Savory Turkey Stuffing
(Tested in G-E Consumers Institute)

12 cups soft bread crumbs	4 tablespoons chopped parsley
1½ teaspoons salt	½ cup shortening
¼ teaspoon pepper	½ cup minced onion
1 teaspoon sage	4 tablespoons butter
½ thyme	1 cup water

Combine bread crumbs, salt, pepper, sage, thyme and parsley, and mix thoroughly. Melt shortening in skillet; add onion. Saute until golden brown. Add bread crumb mixture and saute until light brown, stirring constantly. Melt butter in boiling water; pour over browned crumbs. Toss lightly.

Roast Turkey Gravy
(Tested in the G-E Consumers Institute)

6 tablespoons fat — 6 tablespoons flour
4 cups cold water

Pour all but 6 tablespoons of fat from roasting pan. While stirring constantly, add flour to fat; cook to a smooth brown paste; then add cold water gradually. Stir until gravy boils gently and thickens. Season as desired. Make 4 cups of gravy.

Household Notes

An ingenious housewife passes along this idea for ironing puffed sleeves on little girls' dresses. She sets a small upright lamp on the end of the ironing board and turns on the light.

After pressing the rest of the dress, she pulls each sleeve over the hot bulb and works it around until it's ironed smooth — without the usual center crease.

It takes so little practice to make a small dress look "good as new" that you won't ever let your daughter wear a dress that needs sudsing.

* * *

If you have an untidy young son, remember that no amount of arguing—not even ten thousand reminders of "what's good for you"—will help as much as a large mirror placed low in his room. Never forget that a youngster does worry about what others think of his appearance. A mirror gives the answer.

* * *

Do you know that long soaking defeats your purpose of washing clothes really clean? Hot water opens up the fabric mesh; this allows soapsuds to circulate and loosen clinging dirt and helps the soap to emulsify oil and grease.

If soaking continues more than 15 or 20 minutes, the water grows cold. This allows the dirt to sink back into the fibers as they tighten up again and hinders the cleansing action of the soap.

* * *

Foreigners may think that Americans are bath crazy, but they do admire our bathtubs. A modernistic U. S. bathroom has been flown to Ibn Saud of Arabia at a cost of $15,000.

* * *

"A pessimist scrubs the tub when he gets in; an optimist scrubs the tub when he gets out; but a real gentleman or lady scrubs it both times."

SMELTING CO EMPLOYEE MAGAZINE

Published monthly by the Industrial Relations Department for the men and women of United States Smelting Refining and Mining Company and Affiliated Companies in Utah.

PUMPKIN PIE POPULAR AS THANKSGIVING DESSERT

Pumpkin pie is as closely associated with Thanksgiving as holly is with Christmas. And rightly so since the popularity of this "pie vegetable" dates back to colonial days and history has it that it was served at the first Thanksgiving feast.

Some cooks champion the cause of pumpkin pie filling made with egg whites or gelatin; others vary the taste by addition of a little cider to the custard. Cream is sometimes substituted for milk. But when it comes to the pastry shell, every cook has the same criterion. The crust must be flaky and light; delicately browned and subtly flavored.

This is where your home-made pie crust will be more advantageous than the packaged variety. Try the suggested crust and you'll find it has a nut-like flavor of its own that will form a contrast with the honey pumpkin filling. Reserve a little of the pie crust for the autumn leaf decoration. Roll out separately and cut with a cookie cutter. If you can't locate a cutter in leaf-shape, outline a leaf on a stiff piece of cardboard; cut with a sharp knife and use as a model.

Honey Pumpkin Pie

1 unbaked Bran pastry shell	½ cup honey
2 eggs	½ teaspoon salt
1½ cups milk	1 teaspoon cinnamon
1½ cups pumpkin	½ teaspoon ginger

Prepare bran pastry shell. Beat eggs slightly; add remaining ingredients and mix thoroughly. Pour into bran pastry shell. Bake in moderate hot oven (425° F.) about 45 minutes. Yield: One 9-inch pie.

Bran Pastry Shell

2 tablespoons ready-to-eat bran	2 tablespoons cold water (more or less)
¾ cup sifted flour	¼ teaspoon salt
⅓ cup shortening	

Crush bran into fine crumbs; mix with flour and salt. Cut in shortening. Add water, a little at a time, mixing until dough is just moist enough to hold together. Roll out lightly on floured board to about one-eighth inch thickness. Fit into pie pan; trim edges.

Fire Prevention Week - Oct. 7-13

Here are some facts about fires:

IN THE last decade fire has killed more than 100,000 persons and burned or disfigured many hundreds of thousands more.

EACH YEAR about 10,000 Americans die needlessly in fire and more than twice that number are severely burned or disfigured for life. Old people and pre-school children are the principal victims of fire.

EVERY DAY there are 700 home fires . . . 28 deaths by fire . . . 139 store fires . . . 80 factory fires . . . 9 church fires . . . 8 school fires . . . 3 hospital fires.

THE FARMERS' annual loss from fire is over $100,000,000. The replacement of farm buildings destroyed by fire alone requires the cutting of 5,000 acres of U. S. forests each year.

THERE ARE 427,000,000 acres of forest land in the U. S. — fire lays waste to 16,000,000 acres annually. The average forest burned over yearly is equal to the land area of West Virginia.

SEPTEMBER INJURIES

Midvale Plant

There were no lost time injuries at Midvale for the 5th consecutive month. At the end of September the employees had worked a total of 178 days and more than 1/2 million man hours since the last lost time injury. We believe this establishes a new record for the plant. Congratulations men!

U. S. Section

A piece of rock rolled over the door of a pocket and struck a cage rider on the foot, fracturing several metatarsal bones.

Lark Section

While lifting a drill up into a stope, a miner slipped and fell against a timber brace straining the muscles of his lower back.

U. S. Fuel Company

A piece of coal fell out of the rib and struck a driller on the foot fracturing a metatarsal bone.

While a machineman was removing the cap from his battery lamp at the dry house, some battery fluid sprayed in his face causing alkaline burns.

A week later a driller received alkaline burns on his face and hands in a similar accident.

A shot firer strained the muscles in his back while lifting a timber.

The Common Cause

When a worker takes an active part in accident prevention, he does so for three reasons: First, to protect his life and liberty; second, to insure job security; and third, for the welfare of his fellow workers.

To the man on the job, an accident is an accident when it results in an injury or a fatality. He, therefore, sees accident prevention as the preservation of life itself. If an accident occurs to him, he is the greatest loser. Both he and his family suffer. Insurance payments can never compensate for the loss of life, limb, and full earning capacity.

The worker is interested in accident prevention because his liberty is at stake. He realizes an accident can confine him to a small room for weeks or months. And the result of an accident—the loss of a limb, or an eye can change his whole life. He may have to seek a new job, new hobbies and new recreation.

When a worker realizes that his actions affect others and the actions of others affect him, then accident prevention provides fellowship through a common cause. It becomes "Safety for all, and all for safety". The things a worker does to prevent his fellow workers from suffering an injury is what makes accident prevention a success.

When workers in a plant take this interest in preventing harm to others and all members of a group are willing to act in the same generous spirit of cooperation, the accident frequency rate of the plant is sure to drop.

SAFETY RECORD

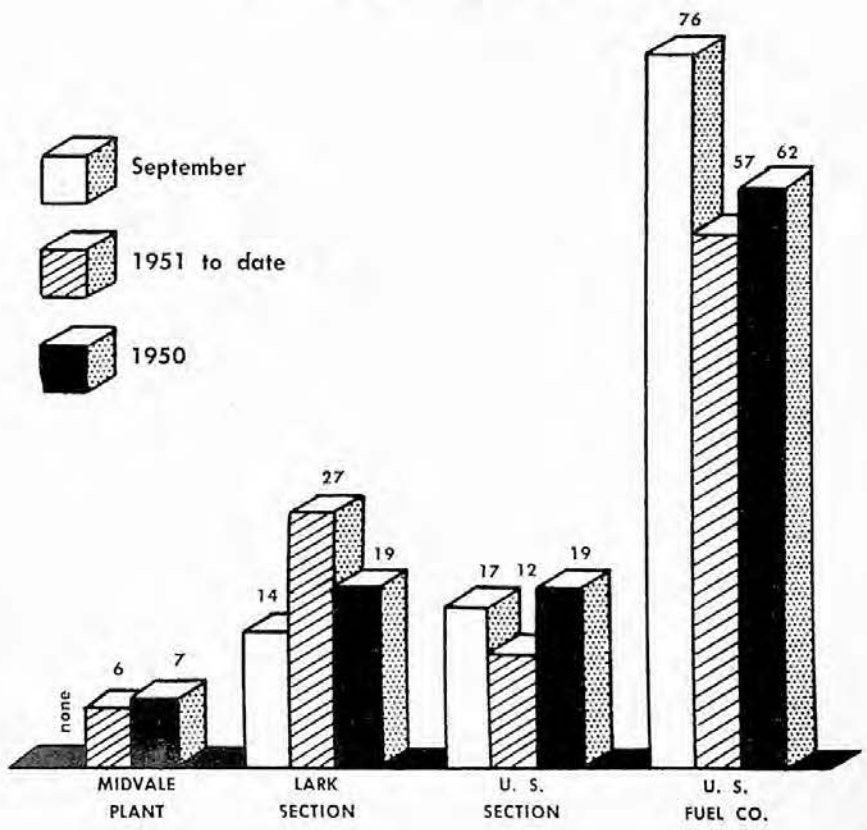
SEPTEMBER, 1951

Number of Lost Time Accidents

	August	Year to Date
Midvale Plant	0	5
Lark Section	1	17
U. S. Section	1	7
U. S. Fuel Company	4	26

ACCIDENT BAROMETER

Rate per million man hours



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for
Health Service
12
AND ALL RED FEATHER SERVICES